Command Awareness

Alcohol and Drug Control Officer (ADCO) Summit

Navy Personnel Command

May 11, 2004

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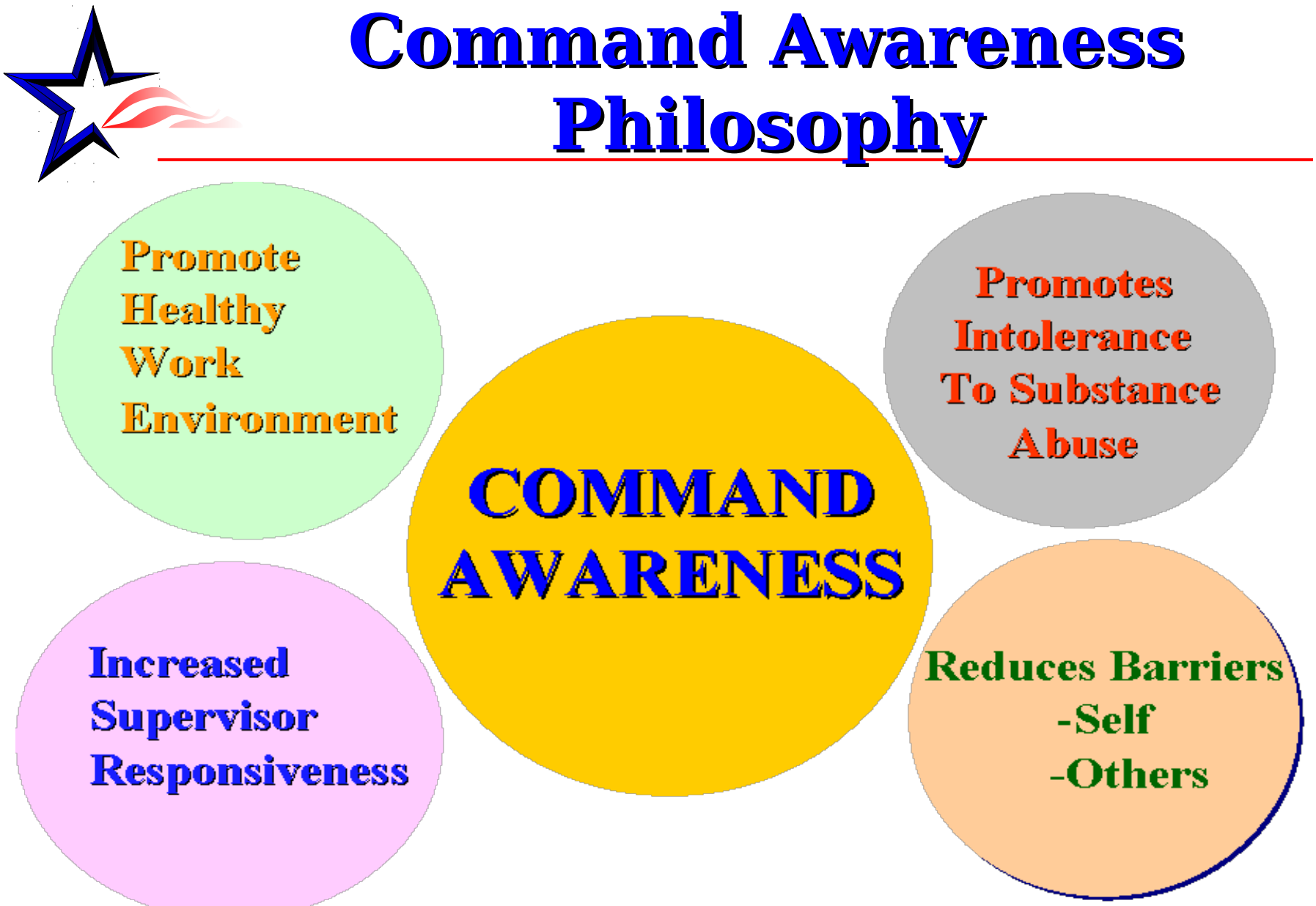
Command Awareness Philosophy

- Science-based “Takes a community-wide effort to address substance abuse”
- Another tool for your prevention tool box
  - people based – not computer
- Commands have mechanism in place

Command Awareness Philosophy



Command Awareness

Shipmates Rely on Shipmates

Positive Professional Relationships

PRINCIPLES

Shipmates Helping Shipmates

Reduce Stress

Command Awareness Goals

- **Enhance Communication**
- **Stigma Reduction**
- **Trust in Resources**
- **Help-Seeking Behavior**

Command Awareness

Risk Factors And Protective Factors

- **Risk factors promote tolerance**
- **Protective factors promote intolerance**
- **Behaviors**
- **Attitudes**
- **Climate (environment)**
  - **Internal**
  - **External**

Risk Factors

- Regular testing patterns
- Inconsistent policy application
- No Supervisor interaction
- No Leadership support

Protective Factors

- Regular POD Notes
- Program Visibility
- Focus is small
- Consistent message
- Consistent Policy Application

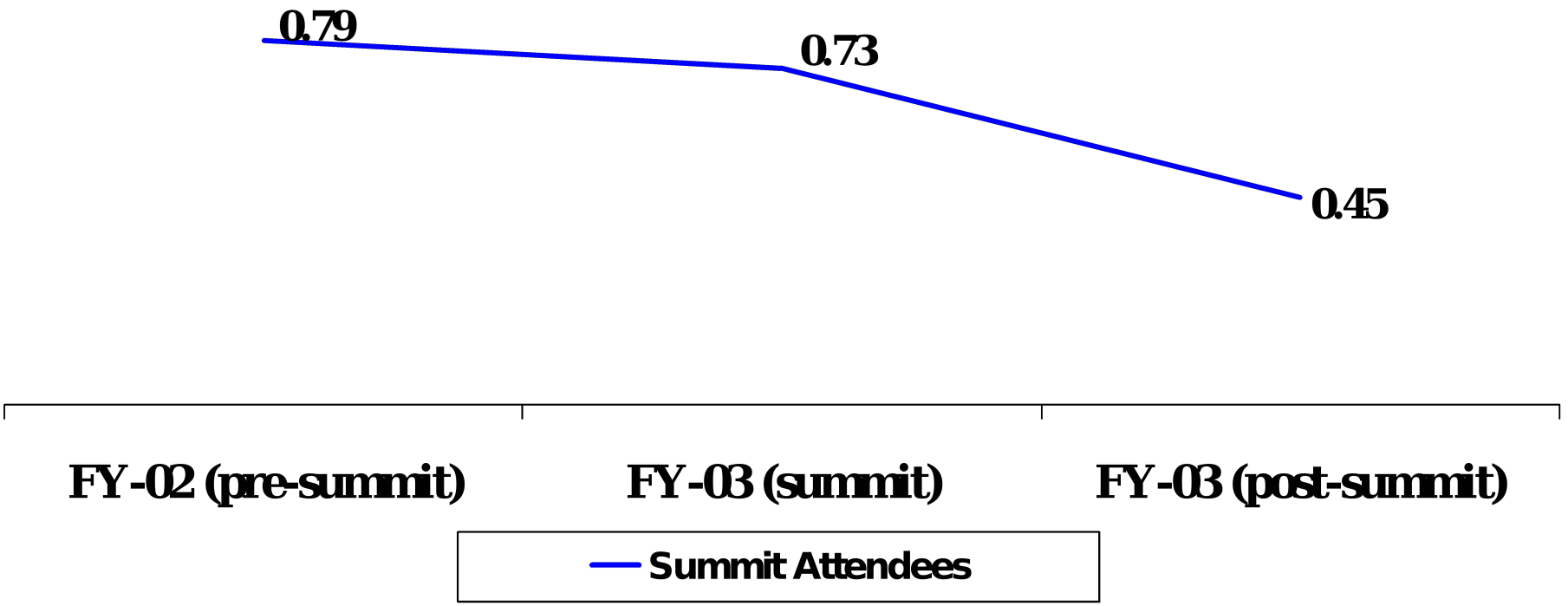
Observation

Prevention is earliest form of intervention

Commands with effective Command Awareness have a marked decrease in both alcohol and drug abuse.

FY-03 Post Summit Analysis: Urinalysis Trends

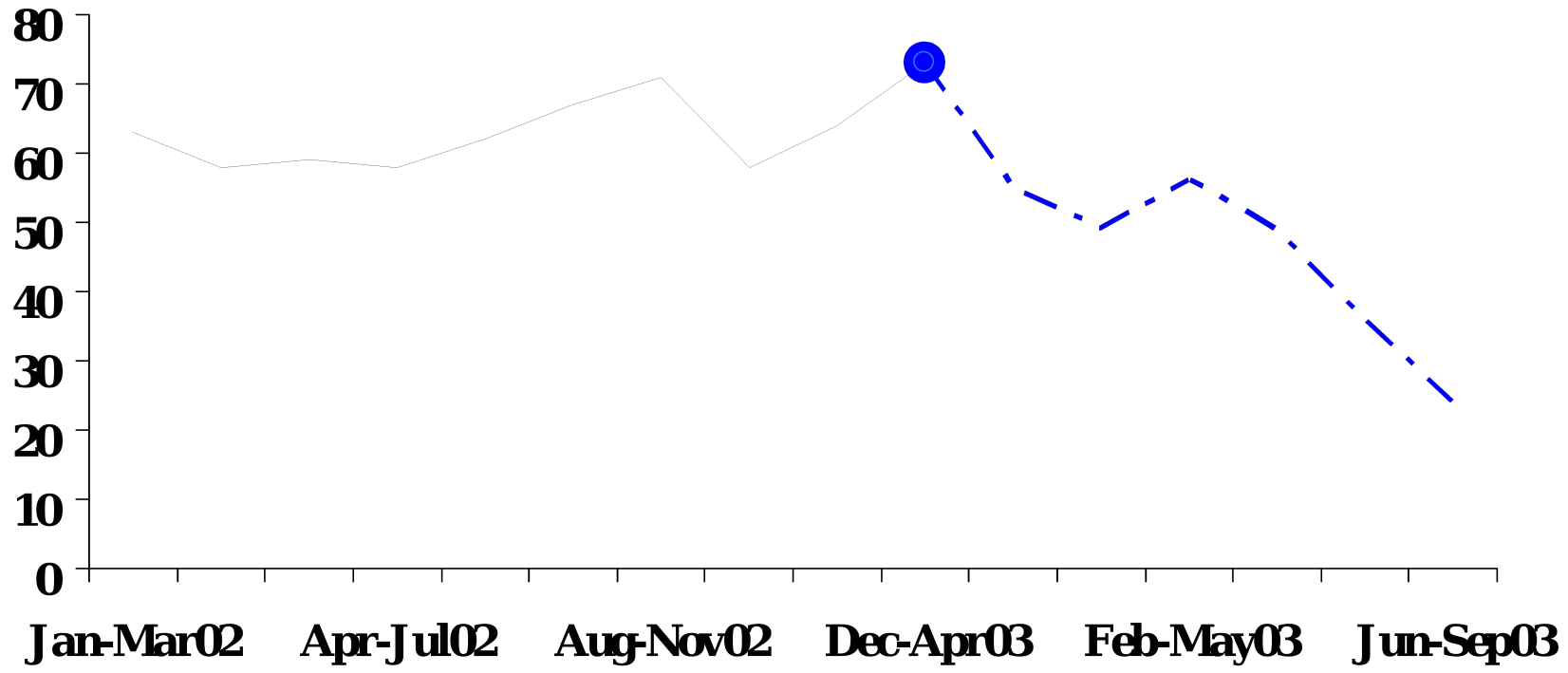
Includes data on all commands attending FY-03 Summits in Norfolk (Jan03; JAX/Mayport Feb03; Pearl Harbor Apr03; and Bremerton May03).



Source: ADMITS

Analysis: Alcohol Related Incident Trends

Includes data on all commands attending FY-03 Summits in Norfolk (Jan03; JAX/Mayport Feb03; Pearl Harbor Apr03; and Bremerton May03).



Source:
ADMITS

Pre-Summit Command Environment

- **Command and work center alcohol norms tend to be "Risk Factor" and not "Protective Factor" focused.**
- **Current command policies "leave prevention to the rest of the community.**
- **Many Sailors feel there is a stigma in**

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Post-Summit Command Environment

- Identify and eliminate risk factors
- Promote protective factors
- Encourage positive supervisor responsiveness
- Increase awareness of alcohol and drug policies
- Promote a consistent message

Elements Of Command Awareness

- Command Awareness Team
- Comprehensive written policy
- Supervisor training
- Command-wide education
- Command environment intolerant to substance abuse
- Strong mentoring programs

Prevention Education

- Skills for Life
- PREVENT
  - 18 – 23 year old target audience
- DAPMA San Diego

Command Awareness Best Practices

- Dispel myths about drug testing
- Supervisors trained
- Use Mid-term and fitrep counseling
- Professional Development Board
- NCIS visits

Command Awareness Best Practices

- Khaki presence during testing
- Weekend and Duty Section Testing
- Sub-Group Unit Sweeps
- Small numbers testing more often
- Creative Discipline

Making a Difference Best Practices

- Quarterly meetings between DAPA and CO
- Plan ahead for port calls
- Community Service for DUI/DWI Offenders
- Develop a strong Single Sailor Program
- Alcohol Free Barracks/Zones

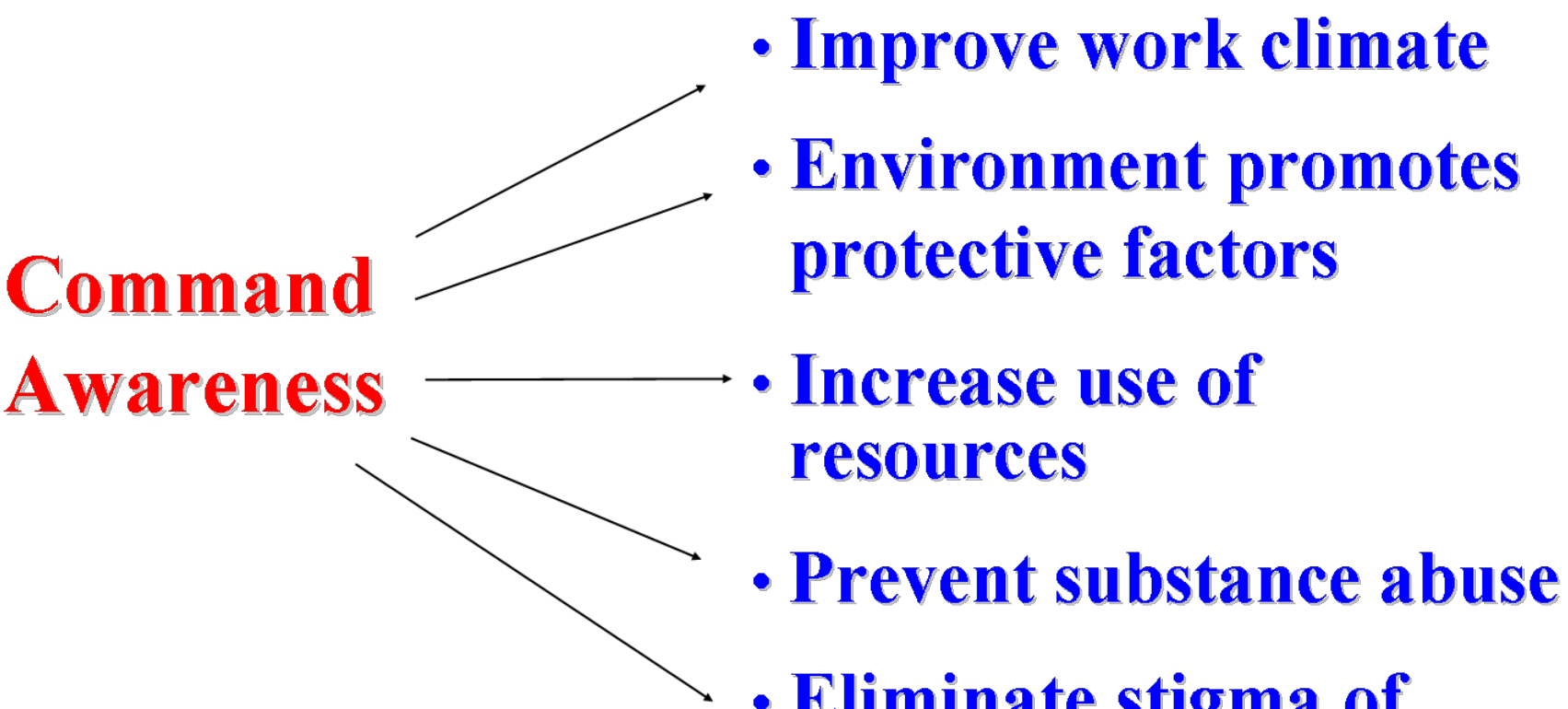
Making a Difference Best Practices

- Know when Sailors are turning 21
- Posters in workcenters and command
- Workcenter meetings
- “DeGlam” Liberty
  - Teams
  - Period of time with no incident – liberty
  - Incident – team training on DeGlam Day

Making a Difference Best Practices

- Taxi Card Program
- Command INDOC
- Work with Base MWR
  - Command Supported Functions
  - Base Competition

Command Awareness


Command Awareness
• Improve work climate
• Environment promotes protective factors
• Increase use of resources
• Prevent substance abuse
• Eliminate stigma of seeking help